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MIQ-8031

4 May 1978

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[redacted] Chief
[redacted] Bureau, FBIS

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Dear [redacted]

Subject: FBIS Travel Agreement

Your memorandum on the FBIS Travel Agreement arrived in Admin at an opportune time. The Alien Study Group is now looking into the legalities of the entitlements. We will take your comments into consideration. Believe FBIS 6306 also addressed these problems.

Thanks again for your comments.

Regards,

[redacted]
Chief, Administrative Staff

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CJ/nkw

13 April 1978

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[redacted] Chief
Administrative Staff, FBIS

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Dear [redacted]

Subject: FBIS Travel Agreement

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It has long seemed to me that there are serious fallacies in the FBIS Travel Agreement and how it is applied. The case of [redacted] and the fact that non-Staff personnel management is now under intensive study, prompt me to pass these thoughts along at this time.

1. When a TCN has fulfilled the terms of his first travel agreement, he has in effect earned the right for return travel and shipment of effects to the point of hire, upon final expiration of his service, regardless of the total length of the service.

Yet the TA makes this final travel and transportation of effects contingent upon completion of successive tours of 24 months each. I do not believe this is valid.

2. What the completion of these successive tours should earn the TCN is the right to EOC, or Home, Leave, not the return of his effects upon the expiration of his service with FBIS. This entitlement is implicit from the time the first 24-month "tour" is completed, and has always been so construed by everyone in FBIS.

3. Paragraph 5, if literally interpreted, would permit the employee to remove his HHE to his point of hire, sell them there, and return with new HHE whenever he wished. This paragraph is highly ambiguous.

4. It would seem to me to be more practical, and easier to administer, if an initial TA were used, stipulating that the TCN employee is eligible for paid travel after 24 months of service and upon the completion of each subsequent 24-month tour of duty, with an unaccompanied baggage allowance, and that once the initial 24-month tour is completed, final return travel and transportation of HHE to point of hire will be provided by the Service. The concept of the TA being a "contract" that must constantly be renewed is not compatible with the employee's Excepted Appointment.

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These ideas have probably already been superseded by the work of the study group; I hope so. I really do think our Travel Agreement needs drastic revision.

Very sincerely yours,

[Redacted Signature]

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Chief, [Redacted] Bureau

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cc: Chief, Operations Group

STAFF

FBIS 6306

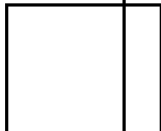
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TO:



REFS:

BUREAU CHIEFS FROM



1. THIS WILL SERVE AS AN INTERIM REPORT ON THE HEADQUARTERS REVIEW OF OUR ALIEN*ADMINISTRATION POLICIES AND PROCEDURES. THE INTERDIRECTORATE STUDY GROUP HAS BASICALLY COMPLETED ITS TASK. THOSE AREAS REQUIRING CHANGE AT THE AGENCY LEVEL HAVE BEEN IDENTIFIED AND ACTION TAKEN ON THE CORRECTIVE MEASURES RECOMMENDED BY THE STUDY GROUP. THESE INCLUDE THE ESTABLISHMENT OF ALIEN GRIEVANCE PROCEDURES, TO INSURE PROTECTION OF THE RIGHTS OF OUR FOREIGN NATIONAL EMPLOYEES AND THE REDELEGATION OF THE AUTHORITIES OF THE DIRECTOR, FBIS, IN ALIEN PERSONNEL MATTERS TO BRING FBIS INTO LINE WITH AGENCY REGULATIONS. APART FROM THE EXCEPTION NOTED IN PARA 3 IN REF. A., THE STUDY GROUP HAS RECONFIRMED FBIS AUTHORITY TO AUTHORIZE BENEFITS AND PRIVILEGES TO FBIS ALIENS. 4

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2. WE ARE NOW BEGINNING AN INTERNAL REVIEW OF THIS ASPECT OF ALIEN ADMINISTRATION, LOOKING PARTICULARLY INTO THE FOLLOWING QUESTIONS: 1) NATURE AND EXTENT OF BENEFITS AND PRIVILEGES TO BE AUTHORIZED; 2) DEFINITION OF A TCN; 3) THE TRAVEL AGREEMENT; 4) UNIFORM AND EQUITABLE APPLICATION OF TCN BENEFITS AND PRIVILEGES; 5) ELIMINATION OF INEQUITIES BETWEEN TCNS AND LOCAL HIRES WHENEVER POSSIBLE; AND 6) COORDINATION WITH THE LOCAL PERSONNEL DIVISION OF THE STATE DEPARTMENT'S OFFICE OF EMPLOYEE SERVICES. Y

3. WE SOLICIT YOUR VIEWS ON THE ABOVE LIST AND WELCOME YOUR SUGGESTIONS AS TO OTHER QUESTIONS WE MAY HAVE OVERLOOKED WHICH MERIT CONSIDERATION IN THIS REVIEW. E2 IMPDET.H

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